

WBAL-TV  
Exhibit 16

**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**  
 [Fill out for each full-time vacancy]

67

Job Title of Vacancy: 11 PM Producer

Recruitment Source That  
 Referred the Hire: \_\_\_\_\_

Date Vacancy Opened: 1/4/10

Total Number of Persons  
 Interviewed for the  
 Vacancy: \_\_\_\_\_

Date Vacancy Filled: 4/1/10

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy	Did the Source request Notification?
Coppin State College	2500 W. North Ave. Baltimore, MD 21216	Seana Coulter	410-951-3000		
Baltimore Urban League	512 Orchard St. Baltimore, MD 21201 <a href="http://www.bul.org">www.bul.org</a> – post on line	Career Center	410-823-8150		
Communities Organized to Improve Life	1200 W. Baltimore St. Baltimore, MD 21223	Stacey Smith	410-629-0506		
Jewish Vocational Services	1515 Reisterstown Rd. Baltimore, MD 21208	Tova Jaffee	410-653-5760		

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy	Did the Source request Notification?
NABJ (Nat'l Assoc Black Journalists)	8701 Adelphi Rd. Adelphi, MD 20783	Erin Joyner	301-445-7100		
Towson University	8000 York Rd. Towson, MD 21252 <a href="http://www.towson.edu/careercenter-post-on-line">www.towson.edu/careercenter-post-on-line</a>	Career Center	410-704-2000		
Morgan State University	C-224 Montebello 1700 E. Cold Spring Lane Baltimore, MD 21251  Carl Taylor Coordinator Academic & Career Advising Morgan State University <a href="mailto:Carl.taylor@morgan.edu">Carl.taylor@morgan.edu</a>	Center for Career Development	443-885-3110   443-885-3505		
NAACP	4805 Mt. Hope Drive Baltimore, MD 21215	Mr. Richard McIntire	410-580-5787		
MD Commission on Hispanic Affairs	301 W. Preston St., Ste 1502 Baltimore, MD 21201	Ms. Ruby Stemmler	410-767-7857		
Gov. Office of Minority Affairs	6 St. Paul St. Baltimore, MD 21202	Herbert Jordan	410-767-8232		
State of Maryland Dept of Labor, Licensing & Regulations	1100 N. Eutaw St. Baltimore, MD 21201 <a href="mailto:bhammons@dlr.state.md.us">bhammons@dlr.state.md.us</a>	Barry Hammors	410-767-2158		
Community Assistance Network	7701 Dunmanway Dundalk, MD 21222	Hal Malone	410-286-4674		
Howard University School of Communications	525 Bryant St. NW Washington, DC 20059 <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	Carol Dudley	202-806-5806		
National Assoc. of Hispanic Journalists	1000 National Press Bldg Washington, DC 20045 Send postings via email <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	Michelle Vignoli	202-662-7145		
Internal Bulletin Board	3800 Hooper Avenue	Department Heads	410-467-3000		

Posting	Baltimore, MD 21211			
Station Website	www.thewbalchannel.com www.wbal.com www.98online	Chris Vaughn Chris Beauchamp Kerry Plackmeyer	410-338-6499 410-338-6637 410-338-6552	
Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews referred By the Source for the Vacancy
Hearst Argyle Careers A/WRT	<a href="http://careers.hearstargyle.com">http://careers.hearstargyle.com</a> 8405 Greensboro Dr. McLean, VA 22102 <a href="http://www.awrt.org">www.awrt.org</a>	Robin Morrow  Amy Lotz	  703-506-3290	
Afro American Newspapers	2519 N. Charles St. Baltimore, MD 21218	Marquis Goodwin	410-554-8200	
Loyola College	Career Development Center 4501 N. Charles St. Baltimore, MD 21210 Send postings via email <a href="mailto:thecareercenter@loyola.edu">thecareercenter@loyola.edu</a>	Michelle Schuler	410-617-2000	
Honorable Elijah Cummings Office	1010 Park Ave, Ste. 105 Baltimore, MD 21201 Send postings via email <a href="mailto:Fran.allen@mail.house.gov">Fran.allen@mail.house.gov</a> <a href="mailto:Madhur.bansal@mail.house.gov">Madhur.bansal@mail.house.gov</a>	Fran Allen District Director	410-685-9199	
Mayor's Office of Employment Development	417 E. Fayette St., Suite 468 Baltimore, MD 21202 Send postings via email <a href="mailto:knichols@oedworks.com">knichols@oedworks.com</a> <a href="mailto:*rthoward@oedworks.com">*rthoward@oedworks.com</a> (*added 6/20/06)	Kahlila Nichols Workforce Operations Director	410-396-3009	
Balto City Community College	2901 Liberty Heights Ave. Baltimore, MD 21215 Send postings via email <a href="mailto:dhill@bccc.edu">dhill@bccc.edu</a>	Deidre Hill Job Recruitment	410-462-8013	
Broadcasting Institute of Maryland	7200 Harford Rd. Baltimore, MD 21234 <a href="mailto:nb@bim.org">nb@bim.org</a>	Norm Brooks Placement Director	410-254-2770	
				Did the Source request Notification?

Community College of Baltimore Co, Essex Campus	Job Placement Office 7201 Rossville Blvd. Building A, Ste 260 Baltimore, MD 21237	Continuing Education Dept	410-780-6653		
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Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy	Did the Source request Notification?
The Emma L. Bowen Foundation for Minority Interest in Media	524 West 57 <sup>th</sup> St. New York, NY 10019	Sandra Rice	212-975-2545		
National Organization for Women Baltimore Chapter	PO Box 253 Timonium, MD 21094 Send via email to info@baltimorenow.org	Lori, Electronic Correspondent	410-668-4399		
University of Md Baltimore County Career Center	esjobs@umbc.edu (Univ of Md Balto Co)	Lauren Peters	410-455-2216		

# INTERVIEWEE INFORMATION – Form BP-04

Job Title of Vacancy: 11PM News Producer

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	Lera Meece	Internet			
2	Corey Young	Internet			
3	Megan Walburn	WBALTV.com Posting			
4	Cathy Shallcross	WPBF News Director			
5	Kyle McLann	WBALTV.com Posting			

\*\*\*\*\* Use additional pages as needed. Do Not Put in Public File. \*\*\*\*\*

**[Fill out for each full-time vacancy]**

**Recruitment Source That Referred the Hire:** \_\_\_\_\_Total Number of Persons  
Interviewed for the

4/1/17

**Vacancy:**

9

[illegible]

\*\*\*\*\* Use additional pages as needed. Do Not Put in Public File unless as part of the station's annual EEO Public File Report. \*\*\*\*\*

# VACANCY NOTIFICATIONS – Form BP-05

Job Title of Vacancy: 11 PM Producer

Date Vacancy Opened: 1/5/10

Date Vacancy Filled:

4/1/10

Notification of vacancy information for the above job title was given using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these notifications are attached to this form.

Type of Announcement	Date of Announcement	Type of Announcement	Date of Announcement
Letters	1/5/10		
Emails	1/5/10		
Internal Postings	1/5/10		
Websites	1/5/10		
Newspaper			

\*\*\*\*\* Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*





## 11 PM News Producer

Live, Local, Latebreaking. WBAL-TV, Hearst owned NBC affiliate, looking for a superstar producer ready to take the reins of our Monday – Friday 11pm newscast. Candidates must be self-starters and have at least two years producing experience. Please note: holiday, weekend and overnight hours will be required on occasion. Rush your DVD and resume to Tim Tunison, Assistant News Director, WBAL-TV 11 News, 3800 Hooper Avenue, Baltimore, Maryland 21211. WBAL-TV is an EEO employer.



January 5, 2010

Seana Coulter  
Coppin State College  
2500 W. North Avenue  
Baltimore, MD 21216

Dear Sir or Madam:

Hearst Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

11 PM NEWS PRODUCER  
ASSOCIATE NEWS PRODUCER

WBAL-TV is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request that you refer prospective applicants to us at the above address.

Please refer all qualified applicants to us by 1/19/10. At this time, we anticipate that a hiring decision will be made on or about 1/29/10.

If you would like to receive these via e-mail, please send your e-mail address to [smcnicholas@hearst.com](mailto:smcnicholas@hearst.com). Thanks.



January 5, 2010

Stacey Smith  
Communities Organized to Improve Life  
1200 W Baltimore St.  
Baltimore, MD 21223

Dear Sir or Madam:

Hearst Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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January 5, 2010

Erin Joyner  
NABJ  
8701 A Adelphi Road  
Adelphi, MD 20783-1716

Dear Sir or Madam:

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January 5, 2010

Morgan State University  
Center for Career Development  
C-224 Montebello  
1700 E. Cold Spring Lane  
Baltimore, MD 21251

Dear Sir or Madam:

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January 5, 2010

Richard McIntire  
NAACP  
4805 Mt. Hope Drive  
Baltimore, MD 21215

Dear Sir or Madam:

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January 5, 2010

Herbert Jordan  
Gov. Office of Minority Affairs  
6 St. Paul Street  
Baltimore, MD 21202

Dear Sir or Madam:

Hearst Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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January 5, 2010

Barry Hammons  
State of Maryland Dept. of Labor,  
Licensing & Regularions  
1100 N. Eutaw Street  
Baltimore, MD 21201

Dear Sir or Madam:

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January 5, 2010

Hal Malone  
Community Assistance Network  
7701 Dunmanway  
Dundalk, MD 21222

Dear Sir or Madam:

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January 5, 2010

Howard Univ. School of Communications  
525 Bryant Street N.W.  
Washington, DC 20059

Dear Sir or Madam:

Hearst Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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January 5, 2010

Community College of Baltimore County, Essex Campus  
Job Placement Office, Bldg A, Ste 260  
7201 Rossville Blvd.  
Baltimore, MD 21237

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January 5, 2010

Sandra Rice  
Emma L. Bowen Foundation for Minority Interest in Media  
524 West 57th St.  
New York, NY 10019

Dear Sir or Madam:

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January 5, 2010

Tova Jaffe  
Jewish Vocational Services  
1515 Reisterstown Rd.  
Baltimore, MD 21208

Dear Sir or Madam:

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January 5, 2010

Ruby Stemmler  
Gov. Commission on Hispanic Affairs  
301 West Preston St., Ste 1502  
Baltimore, MD 21201

Dear Sir or Madam:

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If you would like to receive these via e-mail, please send your e-mail address to [smcnicholas@hearst.com](mailto:smcnicholas@hearst.com). Thanks.

**McNicholas, Sharon E**

**From:** McNicholas, Sharon E  
**Sent:** Tuesday, January 05, 2010 8:54 AM  
**To:** 'bhammons@dlr.state.md.us'; 'Carl Taylor'; 'cdudley@howard.edu'; 'cscjobs@umbc.edu';  
'dhill@bcc.edu'; 'fran.allen@mail.house.gov'; 'info@baltimorenw.org'; 'jobbank@nahj.org';  
'knichols@oedworks.com'; 'madhur.bansal@mail.house.gov'; 'nb@bim.org';  
'rhoward@oedworks.com'; 'thecareercenter@loyola.edu'  
**Attachments:** Producer Job Posting.doc; Associate Producer Job Posting.doc



Hearst Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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**McNicholas, Sharon E**

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**To:** Vaughn, Christopher  
**Subject:** Please post on wbaltv.com  
**Attachments:** Producer Job Posting.doc; Associate Producer Job Posting.doc

Chris,  
Please post the two attachments on our website.



**McNicholas, Sharon E**

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
**From:** McNicholas, Sharon E  
**Sent:** Tuesday, January 05, 2010 9:06 AM  
**To:** Anderson, Barbara F; Bamonti, Stephen L; Butt, Michelle; Draper, Wanda Q; Halapin, Jeff K; Nunez, Sue M  
**Subject:** Postings  
**Attachments:** Producer Job Posting.doc; Associate Producer Job Posting.doc

Please post the two attachments in your department.

## McNicholas, Sharon E

**From:** BUL Career Center [billing@boxwoodtech.com]  
**Sent:** Tuesday, January 05, 2010 9:28 AM  
**To:** McNicholas, Sharon E  
**Subject:** Your receipt



 Get the most out of your BUL account. Create a Featured Employer profile today. **Free** for a limited time only. Up to a \$1,350 value!

[Tell me more >](#) | [Create a profile >](#)

**Your job has been posted. It will appear on the site within the next hour.**  
**Thank you for posting at BUL Career Center**

The charge on your Amex statement will appear as "Boxwood Technology, Inc."

**Invoice #:** 953333  
**Date Posted:** Tuesday, January 05, 2010  
**Job Package Used:** 30-Day Local Maryland Posting  
**Job ID:** 3267945  
**Postings Remaining:** 0 of 1  
**Credit Card:** \*\*\*\*\*1008  
**Charge:** \$125.00 USD  
**Appears As:** Boxwood Technology, Inc.

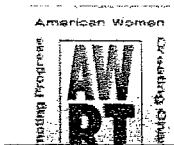
### Invoice Detail (953333)

WBAL-TV  
Sharon McNicholas  
3800 Hooper Avenue  
Baltimore, MD 21211 USA  
410-338-6423  
[smcnicholas@hearst.com](mailto:smcnicholas@hearst.com)

Tuesday, January 5, 2010  
**Invoice #:** 953333  
**Aged:** PAID  
**Total:** \$125.00 USD  
**Balance:** \$0.00 USD  
**PO Number:** -

Type	Date	Amount	Description
Invoice	Jan 5, 2010	\$125.00	30-Day Local Maryland Posting
Payment	Jan 5, 2010	\$(125.00)	Paid by American Express card ending in 1008

Any credit card charges appear on your statement as "Boxwood Technology, Inc."



## American Women In Radio & Television

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American Women in Radio & Television, Inc. (AWRT) is a non-profit, professional organization of women and men who work in the electronic media and allied fields.

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### Job Successfully Submitted

Thank you for submitting your job. All jobs are reviewed before being posted.

### Member Login

Welcome Sharon McNicholas  
[Change Password](#) | [Edit Profile](#)

[Logout](#)



THE *Gracies*

[Learn More](#)

*Save the Date!* May 25, 2010 - Gracies Gala  
May 26, 2010 - Gracies Luncheon

AWRT WOMEN'S  
**MEDIA**  
*Forum*

[Learn More](#)

SAVE THE DATE | MARCH 4 - 5, 2010 | WASHINGTON, DC

campaignforrealbeauty.com | *Dove*

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TOWSON UNIVERSITY

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[New Job > Job Profile](#)**Page Functions**[Copy Job](#)[View Activity](#)**Calendar****Resource Library**[I want to...](#)[Report a Hire](#)**Viewing Job: 21832/11 PM News Producer**
[Profile View](#) [Position Information](#) [Contact Information](#) [Posting Information](#)
**Position Information**[\[Edit\]](#)

To update information in the 3 sections below, click the Edit button in each section. Required fields are indicated by an \*. The Posting Information Section below contains important fields. Please read carefully.

**\*Job ID:** 21832**\*Job Title:** 11 PM News Producer**Job Reference Num:****Organization Name:** WBAL TV11**No of Openings:** 1**Work Schedule:****Hours per Week:****Wage/Salary** **Other Compensation** **Employment Start Date:****Employment End Date:****Supervisor:**

**\*Job Description:** Live, Local, Latebreaking. WBAL-TV, Hearst owned NBC affiliate, looking for a superstar producer ready to take the reins of our Monday - Friday 11pm newscast. Candidates must be self-starters and have at least two years producing experience. Please note: holiday, weekend and overnight hours will be required on occasion. Rush your DVD and resume to Tim Tunison, Assistant News Director, WBAL-TV 11 News, 3800 Hooper Avenue, Baltimore, Maryland 21211. WBAL-TV is an EEO employer.

**Qualifications:** At least 2 years experience

**\*Application Instructions:** Send DVD & resume to Tim Tunison, Assistant News Director, 3800 Hooper Avenue, Baltimore, MD 21211

**Contact Information**[\[Edit\]](#)**First Name:** Tim**Middle Initial:****Last Name:** Tunison**Address Line 1:** 3800 Hooper Ave.**Address Line 2:****City:** Baltimore**State:** MD**Zip:** 21211**Map to Address Above:** [Online Map](#)**Phone:****Fax:****Email:** [ttunison@hearst.com](mailto:ttunison@hearst.com)**Website:****Posting Information**[\[Edit\]](#)

Please read carefully, this section contains important information. Required fields are marked by an \*.

- **Applicant Type-** Select type of applicant. To multi-select, hold down CTRL while you click to select more than one.
- **Expiration Date-** Enter deadline to apply for position or today's date to close the job posting.
- **Show Contact Information-** Allows students to view your Contact Information (Yes or No). To limit the information that students may view, select yes and simply edit the contact information section above.
- **Allow Online Referrals-** Allows students to personally apply for the position by referring their resumes (Yes or No). If you do not want to allow online referrals, list requirements in the Application Instructions above.

**Job Location:****Job Category:****Position Type:****\*Applicant Type:** Full-Time**Minimum GPA:****Work Authorization Status:****Graduation Start:****Graduation End:****Classification:****Degrees:****Majors:****Screen Minimum GPA** : No

Screen Work Authorization Status: No  
Screen Graduation Range: No  
Screen Classification: No  
Screen Degrees: No  
Screen Majors: No  
\*Post Date: 1/5/2010  
\*Expiration Date: 1/19/2010  
Show Contact Info: No  
Allow Online Referrals: No

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	<u>Date</u>	<u>Title</u>	<u>BusinessUnit</u>	<u>Category</u>	<u>Status</u>
[ <a href="#">Edit</a> / <a href="#">Delete</a> ]	01/05/10	11 PM News Producer	WBAL-TV	Producer	Active
[ <a href="#">Edit</a> / <a href="#">Delete</a> ]	01/05/10	Associate Producer	WBAL-TV	Producer	Active

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**McNicholas, Sharon E**

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**From:** Marquise Goodwin [MGoodwin@afro.com]  
**Sent:** Tuesday, January 05, 2010 9:36 AM  
**To:** McNicholas, Sharon E  
**Attachments:** Order.pdf; Adimage.pdf

Here is the second ad...

*Marquise Goodwin  
Advertising Account Executive  
Afro American Newspapers  
2519 N. Charles Street  
Baltimore, MD. 21218  
work # (410) 554-8274  
fax # 1-877-570-9297  
email - [mgoodwin@afro.com](mailto:mgoodwin@afro.com)*

# The Afro

## American Newspapers

WBAL-TV  
 3800 HOOPER AVE.  
 BALTIMORE MD 21211  
 (410)338-6637 FAX (410)467-5278

Account: 9101  
 Ad Number: 197410  
 Size: 2 X 2  
 Sales Rep: MGOO Marquise Goodwin  
 Words: 78  
 Lines: 26

<i>Cost of Ad</i>	<i>Payments</i>	<i>Total Due</i>
129.56	0.00	129.56
<i>Class:</i> 10 CAREER CORNER		<i>SubClass:</i>
<i>Description:</i> PM NEWS PRODUCER		
BA Career Corner		Jan 9



**11 PM News Producer**

Live, Local, Latebreaking. WBAL-TV, Hearst owned NBC affiliate, looking for a superstar producer ready to take the reins of our Monday - Friday 11pm newscast. Candidates must be self-starters and have at least two years producing experience. Please note: holiday, weekend and overnight hours will be required on occasion. Rush your DVD and resume to Tim Tunison, Assistant News Director, WBAL-TV 11 News, 3800 Hooper Avenue, Baltimore, Maryland 21211. WBAL-TV is an EEO employer.

**TVJobs.com - Producer position posted**

jobs@tvjobs.com [jobs@tvjobs.com]

**Sent:** Tuesday, January 05, 2010 12:50 PM**To:** Tunison, Tim M

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**JOB POSTING NOTIFICATION FROM TVJOBS**

Tim Tunison,

The "Producer" position for WBAL was just posted in the Job Center and is now available on-line ...

Station : WBAL  
Position : Producer  
Category : News - Producers  
Database : Television  
Job ID : TVJ#34118921  
Posted : 1/5/2010  
Expires : 2/5/2010  
Status : Non-Registered Employer - New Job Listing  
Ad Text :

Producer

**11PM PRODUCER**

Live, Local, Latebreaking. WBAL-TV, Hearst-owned NBC affiliate, looking for a superstar producer ready to take the reins of our Monday-Friday 11pm newscast. Candidates must be self-starters and have at least two years producing experience. Please note: holiday, weekend and overnight hours will be required on occasion. Rush your DVD and resume to Tim Tunison, Assistant News Director, WBAL-TV 11 News, 3800 Hooper Avenue, Baltimore, Maryland 21211. WBAL-TV is an EEO employer.

**Notes :**

1. We recommend that you either save or print this page and provide the above Job ID number to a TVJobs administrator in any future correspondence concerning this ad.
2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs (<http://www.tvjobs.com>)
3. We will send notification of pending expiration 5 days prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail [admin@tvjobs.com](mailto:admin@tvjobs.com), supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 2/5/2010.
5. If for any reason you need the listing removed early, e-mail [admin@tvjobs.com](mailto:admin@tvjobs.com), supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online,

point your browser to:

<http://www.tvjobs.com/cqi-bin/JOB?ID=3572161789153330>

TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs. If we can be of any further assistance, don't hesitate to ask.

Best Regards

Mark C. Holloway  
Broadcast Employment Services  
TVJobs  
admin@tvjobs.com

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